

YOUR NATIONAL ENTERPRISE COUNCIL LOOKING OUT FOR YOU

Photographer: Ollie Winter-Iving



Delegates from the CBA NEC met in Melbourne on 30 March 2007 to undertake planning for the coming year. Pictured L-R: Paula Ridler (QLD), Karen Aldridge (SA/NT), Cheryl Hollebon (NEC President, NSW/ACT) and Karen Christie (VIC/TAS). Not pictured: Simone Rushby (WA).

Last year the FSU reached an important milestone in the structure of the Union with the establishment of member councils that represent various parts of the industry. The new Councils are crucial in ensuring that the FSU is a democratic organisation, and that it accurately represents the views of a diverse cross section of the Union's members.

There are seven state based Local Enterprise Councils (LEC's) representing members in banks, insurance and other financial institutions. Each LEC nominates a President who then represents the LEC at a National level. These delegates are called National Enterprise Councils NEC's).

Before embarking on the first National Planning cycles for the FSU, NEC delegates met in Melbourne on 30 March for a Planning Day.

Delegates were given an overview of FSU's policy position on offshoring, pay equity and superannuation before breaking into Enterprise groups to discuss plans for the next 12 months. The CBA NEC resolved to build power and influence conditions of workers, and increase & build membership and Workplace Representative structures.

The top 4 issues for the members in CBA are:

1. AWA's
2. Staffing

3. Pay (Performance Related Pay & Performance Feedback & Review)
4. CBA Sydney CBD move to Homebush 2008/09.

ARE YOU AFFECTED BY THE RESTRUCTURE?

The CBA recently announced a significant restructure in RBS affecting multiple business units which commenced in May 2007 and is being rolled out progressively. The FSU been inundated with member concerns and below are some responses received from the Bank. If the Bank have not been adhering to the stated process in your particular situation, please contact your Union for advice and assistance.

If so, ensure you know your rights in a redundancy situation OR if you are appointed to a new role. Below are responses from the Bank on particular matters members have raised with us...

Redundant staff

The Bank says that staff, whose positions are redundant and have not yet been appointed to a new role, will receive written confirmation of their situation as well as timeframes for redeployment. The Bank also stated that they are genuine about redeployment and will assist staff where necessary.

“ **Making sure we've got people who have good ideas, strong minds and make good decisions is imperative. We need to really listen to our members and take their concerns back to the Bank.** ”

CBA NEC Delegate Paula Ridler.

If you are in a redundant position and have not been given written correspondence, ask your manager for confirmation of your situation in writing. The FSU can provide advice on your particular situation and/or provide you with an RRR info kit.

Appointed to a new role - Industrial contracts

The Bank advised that all staff appointed to new roles will have a choice between existing Award/EBA conditions and an Australian Workplace Agreement. The CBA has been issuing "New AWA's" which differ from previous AWA's for 3 main reasons:

1. It is not underpinned by the Award and Enterprise Agreement (EBA) – once you have accepted an AWA, all the conditions it removes are gone forever;
2. It leaves paid parental leave and redundancy pay at the discretion of management;
3. It has a term of 5 years.

If you are offered an AWA, contact FSU for information and advice. We can also provide you with a comprehensive guide and data for comparison of remuneration levels. You must do this before accepting the AWA – AFTER is too late.

Branches

The Bank has introduced a new Tier structure for its branches, Tier 1, 2, 3 & 4.

According to the Bank Tier 1 Branch Managers were appointed based on competencies described in the position description. Other staff currently in a Tier 1 branch will remain at this time.

Tier 2-4 branches: the Bank have said changes will not result in the displacement of branch managers in Tier 2, 3, & 4 branches.

Customer Service Specialist

CSS staff will be required to process 1 loan a month in order to maintain lending skills.

CSS staff will not be allocated lending targets. The branch will have a lending target. In situations where CSS staff cannot meet their targets due to time spent doing lending work then they should raise this with their manager seeking a review of staffing.

Training

The Bank advised that they are committed to training all staff in their new roles. They also advised that staff absent from the workplace due to training requirements can be covered by casual staff at the branch manager's discretion.

If you are concerned about your workplace situation in this restructure ensure you contact your Union.



FSU

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1300 366 378

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AWARENESS

Comparison of Key Hours of Work and Pay provisions

CBA WorkChoices AWA versus CBA EBAs/CBA Employees Award 1999

Entitlement (full-time employee)	CBA EBA/Award	CBA WorkChoices AWA
Saturday penalty rate	Where ordinary hours are worked on a Saturday, a loading of 50% will apply to hours worked on Saturdays.	Specifically excluded.
Sunday penalty rate	Where ordinary hours are worked on a Sunday, a loading of 75% will apply to hours worked on Sundays.	Specifically excluded.
Public holiday penalty rate	An employee who works on a public holiday will be paid overtime at double the ordinary rate for all time worked with a minimum of four hours to be paid. Alternatively, the employee may elect to take eight hours leave in lieu at a time agreed between the Bank and the employee.	Specifically excluded.
Overtime rates	Overtime is accounted for weekly and paid at one and half times ordinary rates for the first three hours and double ordinary rates for any additional overtime hours worked. The maximum number of hours of overtime that may be accumulated over a four week cycle will be 16.	Specifically excluded.
Ordinary hours	Ordinary hours within bandwidth of 8.00 am to 8.00 pm Monday to Friday inclusive. Employee's ordinary hours of work may be varied by written agreement between the Bank and the employee to be worked between Monday to Sunday inclusive subject to employees genuinely volunteering to work on weekends. For some CBA employees (e.g. call centre & 24 hr help desk workers) engaged after 16 May 2001, ordinary hours within bandwidth of 8.00 am to midnight Monday to Friday and 8.00am to 8.00 pm (or up to 10.00 am by mutual agreement) Saturday and Sunday.	Ordinarily, scheduled hours of work as a full time employee will be 38 hours a week plus reasonable additional hours. Hours of work may be averaged over a 12 month period. No bandwidth provisions.
Hours of work for part time employees	Part time employees may work up to 128 hours (may be extended to 140 hours by agreement with the employee) over a 4 week period and a minimum of 4 hours per day (may be reduced by agreement) and a maximum of 10 hours per day at normal rates of pay. Additional hours may be worked by agreement by the part time employee.	No maximum hours for part-time employee. CBA informs employee of the hours of work and these hours may be changed from time to time.

Entitlement (full-time employee)	CBA EBA/Award	CBA WorkChoices AWA
Shift loadings	<p>Morning shift – 12.5% shift loading <i>i.e. start at or after 6.00 am and before 8.00 am</i></p> <p>Afternoon shift – 17.5% shift loading <i>i.e. start at or after 10.00 am and at or before 4.00 pm</i></p> <p>Night shift -25% shift loading <i>i.e. start at or after 4.00 pm and before 6.00 am</i></p> <p>Weekends and Public Holidays – Penalty payment of 100%.</p>	Specifically excluded.
Jury service make up pay	<p>CBA will grant time off to full time and part time employees as a consequence of undertaking compulsory jury service.</p> <p>Employees will not be paid for the time absent from Bank duty, but the Bank will reimburse the employee with an amount equal to the difference between the amount paid in respect of the jury duty and the amount the employee would have received if the employee had worked.</p>	<p>No provision.</p> <p>Contract is silent on jury make up pay.</p>
Other allowances	<p>CBA EBAs/Award provide a range of allowances including:</p> <p>Annual leave loading; Relieving allowance; Higher duties allowance; Travel allowance; Interpreter allowance; Meal allowance; Car allowance; Transfer expenses.</p>	The AWA specifically excludes payment of all EBA/Award allowances.
Change to rostered hours of work	<p>For full time employees, hours of work may be varied by written agreement.</p> <p>For part time employees, four weeks' written notice of any proposed change to working arrangements. Where employee is unable to comply with the change of hours, ability to seek assistance of AIRC. No change to working arrangements until dispute resolution is finalised. Change to hours cannot increase or decrease more than 20% net over a year without agreement.</p>	CBA will inform the employee of their hours of work. CBA may change hours of work in line with business needs. No mutual agreement requirement and no minimum notice specified.
Breaks	<p>A full time employee is not required to work more than 5.5 hours without being granted a meal break. Subsequent meal breaks due each 5.5 hours worked. Meal break of 45 minutes which may be reduced to 30 minutes by agreement.</p> <p>A part-time or casual employee will be entitled to a meal break if scheduled to work more than four hours but may elect to work at least 5.5 hours before taking the break. The meal break is unpaid and of not less than 30 minutes duration.</p> <p>Employees entitled to paid tea break of ten minutes duration when more than three hours is worked and two paid tea breaks when five hours or more is worked.</p>	Unless otherwise agreed with CBA manager, employee will not be required to work for more than 5 hours without an unpaid meal break of a minimum of 30 minutes duration.